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83-4146

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7 September 1983

TO: Director of Training and Education

VIA: Deputy Director for Administration

FROM: [ ] - Office of the Inspector General

SUBJECT: Training Suggestion - Use of Senior Operational Personnel during CT Training Cycle

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1. During a visit to the FBI Academy last spring I had the opportunity to talk to several of their training personnel. Among the subjects discussed was the use of senior operational personnel during the training cycles [ ]

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[ ] Apparently it is Bureau policy to have Special Agents in Charge or their deputies participate in various phases of ongoing courses. Participation is mandatory and every Special Agent in Charge knows he will be tasked at some time during the tour. The program has been very successful and apparently beneficial to all concerned.

2. Setting aside for the moment some of the administrative problems of such a program, I feel the concept might be worth discussion by the faculty of the CT Program. Having a COS and/or DCOS participate in some phase of the training cycle--the live problems for example--would give the students a unique opportunity to be exposed to senior officers directly involved in managing operational programs. In turn, the senior ops people will have a firsthand look at the new batch of CTs while receiving an appreciation for the CTS training and how the latter fits--or doesn't fit--into the officer's perceived operational needs. The tasking could be somewhat along the lines of our tasking of senior officers to sit on promotion panels. Simply put, a requirement of the job. Obviously, the use of the operational officers would have to be integrated in the overall training in such a way as to complement the permanent teaching staff and provide a very real assist to the usually overworked faculty. The exposure might also encourage some senior officers to look favorably on a tour in the Office of Training at some point in their careers.

3. Per above, there will be some administrative problems in funding, timing and insuring the sought after results. I

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personally feel most senior officers would welcome the opportunity to participate at some point in an overseas [redacted] tour, would be willing to play whatever role OTE might designate, and would profit , personally and professionally, from the experience. One suggestion re initial funding might be to earmark some portion of the funds set aside for COS Conferences or attempt to select/assign officers who have reason to return and piggyback on that funding. However, if it is to work it should not have to beg, borrow and steal for its administrative support and should be looked upon as a legitimate training expense.

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4. A final note. If done properly--and the Bureau seems to have worked out many of the kinks--the TDY officers are integrated into the training program with very clear responsibilities. They are not the visiting "professionals" doling out pearls of wisdom and undermining the permanent cadre. In many cases, the Bureau TDY officers, tasked with various aspects of support for the trainees, spared the permanent staff from some very time consuming chores. Also, the Bureau officers are often asked to stay throughout an entire cycle. This would not be feasible for us as our CT cycle is much longer. However, the CT faculty should examine where say four to six weeks of outside help would be the most beneficial and work one or more senior officers into that phase.

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